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3 April 1950

TO : TRD Policy Committee: EXO/OSO; DCOS/OPC; Chief, TRD

FROM : Chief, Assessment Staff

SUBJECT: Ratings for Psychologists

1. The purpose of this report is to present evidence to show that ratings for psychologists on the Assessment Staff are not high enough to attract psychologists who meet the desirable qualifications. Particular reference is made to the two additional psychologist slots which have recently been authorized at GS-13 and GS-12. This report was requested by the TRD Policy Committee as the result of discussions on this matter at the meeting of 30 March 1950.

2. On 24 January 1949, at the request of the Acting Chief, Administration and Training, OPC, I submitted to him, through the Acting Assistant Director of OSO, a report entitled "Assessment Plans for OPC." That report outlined the requirements for the setting up of an Assessment Staff, which was subsequently placed under the joint auspices of OSO and OPC. In that report it was recommended that the Chief of the Assessment Staff be classified at a P-8, the senior psychologist at P-7, and the junior psychologist at P-5. To quote from that report: "These salaries are necessarily high. Professionally trained psychological personnel are blessed with a tight labor market in which their services are at a premium. For example, the median salary of all psychologists, regardless of education, experience, and qualifications, is somewhat higher than \$7,000 per year. But only the very highest ten percent of the accredited and professional psychologists would be suitable for work on a CIA Assessment Staff. A P-7 salary is necessary to attract these highly qualified men. If less than a P-7 salary is used to attract senior psychologists or less than a P-5 for junior psychologists, CIA will attract only psychological personnel who do not meet the high standards which it is insisted we should have on an Assessment Staff for this organization."

3. Nevertheless, the Chief of the Assessment Staff was classified at P-7, the senior psychologists at P-6, and the junior psychologists at P-4.

4. In spite of the low salary scale, I was determined to adhere to high standards for professional members of the Assessment Staff. But my professional colleagues told me that the standards that I had set up for a senior psychologist merited at least a P-8. And, they added, professionally competent senior psychologists were practically impossible to get even at a P-8. Army psychologists at the Pentagon told me that recently graduated Ph.D.'s in psychology who had no experience, who were physically inadequate, who were

NO CHANGE in Class. ☐

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academically minded, and who had no service in World War II, were receiving P-5 jobs in government.

5. In efforts to obtain psychologists for the Assessment Staff, the following procedure was followed:

a. SED representatives went through the psychologist files of the Civil Service Commission. They found not a single candidate.

b. I wrote letters to friends among my professional colleagues suggesting that they apply, and asking them for names of others who might be interested. The results were discouraging.

c. A complete analysis of the entire membership of the American Psychological Association was made, and all persons who met the standards were listed. From more than three thousand psychologists in the American Psychological Association about 175 appeared to be qualified. Letters were sent to them through SED. The replies showed little interest.

d. The OSO Registry and Archives records of OSS psychologists were scrutinized and evaluated. Those who were qualified were discovered to be either not interested or receiving at least the equivalent of a P-8 in some other government service or in industry or with universities.

e. The Executive Secretary of the American Psychological Association made available to me his confidential files on psychologists, including the list of clinical psychologists and the list of psychologists who had been in the armed forces. Letters were sent to those who appeared to be qualified for CIA, but no results were obtained.

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f. Through the Budget and Liaison Committee of OSO, with the cooperation of Colonel [REDACTED], records in the military establishments were investigated. Through the assistance of Colonel [REDACTED], and also Colonel McKinley of the General Staff, an analysis was also made of available psychologists employed by the Veterans Administration. No good leads were obtained. 25X1A9a

g. An analysis was made of all Fellowships granted to psychologists by the National Institute of Public Affairs. Those who were competent were already employed in positions which they had no desire to leave.

h. An analysis was made of the catalogues of colleges and universities having more than five hundred students. Letters were sent via SED to members of the faculties of psychology who might qualify. No results were obtained.

i. I talked with psychologists in the military services and also with professors of psychology in the local area, for instance, George

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Washington University, the American University, and the University of Maryland. These psychologists told me that I was on a fruitless mission.

6. To sum up: More than 250 letters were sent out via SED. In only a few instances were the psychologists even mildly interested. Most of those who evinced an interest were found to be unqualified. Those who were found to be qualified were encouraged to come to Washington, and they were interviewed by Mr. [REDACTED] and by me. A few of those who came to Washington were permitted to be put through the assessment process. None of them met our standards. In all of our recruiting efforts we were faced with the difficulty that we were simply not offering enough money to obtain men of the caliber we wanted. Finally we had to lower our standards. We decided to get psychologists who, it was hoped, would ultimately qualify but who needed considerable training before they could be charged with individual responsibilities on the Assessment Staff. Among other things, instead of insisting upon a Ph.D. degree for the senior psychologists, we asked only for the Masters. We also had to lower our standards in regard to combat and/or intelligence and professional experience.

7. As of 30 March 1950 the T/O of the Assessment Staff was as follows:

<u>Slot No.</u>	<u>Title</u>	<u>Grade</u> <u>Authorized</u>	<u>Incumbent</u> 25X1A9a	<u>Present</u> <u>Grade</u>
1	Chief, Assessment Staff	GS-14		GS-14
2	Senior Psychologist	GS-13		GS-12
3	Senior Psychologist	GS-13		GS-12
4	Junior Psychologist	GS-11		GS-7
5	Administrative Assistant/ Psychometrist	GS-7/9		GS-4
6	Statistical Analyst	GS-7		GS-7
7	Stenographer	GS-5		GS-3

8. On 7 November 1949 the Chief, Assessment Staff submitted a memorandum to ADSO via the TRD Policy Committee suggesting that a covert assessment cadre be set up with the following positions:

<u>Position</u>	<u>No.</u>	<u>Grade</u>
Senior Psychologist	2	GS-14
Junior Psychologist	1	GS-12
Statistical Analyst	1	GS-7
Clerk-Stenographer	1	GS-5

9. During the past two months I have held various meetings with members of the Classification and Wage Administration Branch of SED. I requested that the senior psychologist slot be classified at GS-14, the junior psychologist slot at a GS-12, and the statistical analyst/clerk-stenographer slot at a GS-7. All the evidence that they requested concerning the classification of

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of these slots was provided to them. Mr. [REDACTED] Chief of the Classification and Wage Administration Branch of SED, subsequently informed me that he and Mr. [REDACTED] Chief, SED, and Mr. [REDACTED] Chief, Special Support Staff had not recommended approval at the levels which I had suggested. I was told three positions were approved at GS-13, GS-11, and GS-6, respectively. It will be seen that in each instance the position was classified one slot lower than was asked. This decision makes it impossible for me to recruit the high caliber that we should have on the Assessment Staff. 25X1A9a

10. The professional members of the Assessment Staff must be exceptionally well qualified. We make many demands. We want psychologists to devote their lives to this Agency, to restrict their contacts among their professional colleagues so that they can maintain organizational security, and to refrain from publication of articles and the giving of talks before professional societies. We offer them the opportunity of a lifetime career in extremely interesting work, but without any opportunity that they will ever be able to publish their research findings. It seems to me that we should not hesitate to offer a GS-15 to a competent, professionally trained psychologist with a Ph.D., who meets the qualifications for a psychologist on the Assessment Staff. I, therefore, request that discussions of the classified ratings of psychologists on the Assessment Staff be opened at the highest levels.

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[REDACTED]

Chief, Assessment Staff

WJM/mje

Attachments:

Job Descriptions, Assessment Staff
 Chief, Assessment Staff
 Senior Psychologist
 Junior Psychologist
 Administrative Assistant/Psychometrist
 Statistical Analyst
 Clerk Stenographer
 Statistical Analyst/Clerk-Stenographer

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